



Country: Jordan

Sector: Food industries

Date of document: 26/8/2014

Topic: Criteria for division of labors

Agreement type: Collective Agreement

Number of beneficiaries: 230 workers



The project is cofunded by the European Union and ITUC

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Collective Agreement

First Party: Crown Middle East Company for Packaging Industries.

Represented by:

General Manager /Eng. Emad Jaber

General Manager/ Mr. Fawaz Sobh

Second Party: The General Trade Union of workers in the food industries. (Jordan-Amman-PO.360460-Telefax: 4771139 Mobile 0795500704).

Represented By:

- 1.Mr. Ahmed Abu Khadra / Head of the Union.
2. Miss Bushra Salman/ Member of the Administrative Board of the General Union of Workers in Food Industries.
3. Members of the trade union committee at Crown Company (Hazem El Masry / Ahmad Smeek / Salah Aborbea).

Emphasizing the professional working relations and mutual cooperation and the continuation of positive dialogue for the service of the company and its employees and a reference to the General Union Book No. 3/2689 dated 2/6/2014, Several meetings were held with an atmosphere of cordiality and understanding. It was agreed that:

- 1- The 13th salary shall be paid in the first week of May of each year.
- 2- The salary of the 14th shall be paid in the first week of September of each year.
- 3- The annual remuneration shall be paid in the first half of January of each year at a minimum of 90% of the basic salary plus the employee's assessment due according to the following schedule:

Weak	Acceptable	Good	Very good	Excellent	Evaluation Criteria
0.0	%1/2	%1	%1.5	%2	Compliance with public safety requirements
0.0	%1/2	%1	%1.5	%2	Professional competence
0.0	%1/2	%1	%1.5	%2	Professional and personal development
0.0	%1/2	%1	%1.5	%2	Cooperation and teamwork
0.0	%1/2	%1	%1.5	%2	Commitment to work instructions and requirements

- 4- The annual bonus shall be paid to the employee who is on his job on 13/12 of this year
- 5 - Formation of a joint committee of the parties called each of the parties' representatives to follow up the implementation of this Convention and any dispute arising Of them.
- 6- The provisions of this Convention shall apply from 1/7/2014 and end on 31/7/2015.

First Party: First Party: Crown Middle East Company for Packaging Industries .

Second Party: The General Trade Union of workers in the food industry.

***Signatures are seen**